

**GENERAL DISCIPLINED SERVICES (O) PAY SCALE**  
**Fire Services (Operational)**

Existing pay scale		Proposed pay scale		Fire Services (Operational)
DPS (O)	\$	\$	GDS(O)	
		6950	1	)
		7260	2	)
		7640	3	) N/A
		8020	4	)
		8500	5	)
6	8110	9050	6	Station Officer (Operational) :
7	8580	9600	7	GDS(O) 6-23. Entry at GDS(O) 6, 8, 9 or 10
8	9070	10150	8	depending on qualifications. There will be
9	9550	10700	9	an incremental jump after completion of
10	10035	11250	10	first year (see conversion arrangements for
11	10515	11830	11	recruits entering at different levels shown
12	11080	12430	12	in conversion tables). Advancement to
13	11645	13090	13	Senior Station Officer (Operational) on
14	12215	13750	14	passing the promotion examination as at
15	12820	14430	15	present.
16	13435	15110	16	
17	14060	15790	17	
18	14680	16470	18	
19	15310	17150	19	Senior Station Officer (Operational) :
20	15935	17830	20	GDS(O) 19-23
21	16565	18510	21	
22	17070	19190	22	
23	17710	19925	23	
24	18475	20675	24	Assistant Divisional Officer :
25	19290	21425	25	GDS(O) 24-29
26	20105	22265	26	
27	20930	23105	27	
28	21770	23965	28	
29	22620	24880	29	
30	23570	25810	30	Divisional Officer :
31	24530	26780	31	GDS(O) 30-33
32	25670	27780	32	
33	26810	28780	33	
34	28070	29850	34	Senior Divisional Officer :
35	29325	31000	35	GDS(O) 34-37
36	30595	32200	36	
37	31865	33550	37	
		34900	38	N/A

**CONVERSION TABLE - STATION OFFICER/SENIOR STATION OFFICER (OPERATIONAL)  
ASSISTANT DIVISIONAL OFFICER  
DIVISIONAL OFFICER  
SENIOR DIVISIONAL OFFICER**

	Existing pay scale		Proposed pay scale	
	DPS(O)	\$	GDS(O)	\$
<b>Station Officer (Operational)</b>				
Minimum entry	6	8110	6 (7)	9050 9600
	7	8580	8	10150
	8	9070	9	10700
	9	9550	10	11250
	10	10035	11	11830
	11	10515	12	12430
* *	*	*	*	*
2 'A' 3 'O' or equivalent	8	9070	8 (9)	10150 10700
	9	9550	10	11250
	10	10035	11	11830
	11	10515	12	12430
* *	*	*	*	*
HK Polytechnic Higher Diploma or equivalent	9	9550	9 (10)	10700 11250
	10	10035	11	11830
	11	10515	12	12430
* *	*	*	*	*
Degree	10	10035	10 (11)	11250 11830
	11	10515	12	12430
	12	11080	13	13090
	13	11645	14	13750
	14	12215	15	14430
	15	12820	16	15110
	16	13435	17	15790
	17	14060	18	16470
	18	14680	19	17150
	19	15310	20	17830
	20	15935	21	18510
	21	16565	22	19190
	22	17070	23	19925
	23	17710	23	19925

Bracketed point denotes the point to be omitted in recognition of the incremental jump on completion of first year of service.

	Existing pay scale		Proposed pay scale	
	DPS(O)	\$	GDS(O)	\$
<b>Senior Station Officer (Operational)</b>	19	15310	19	17150
	20	15935	20	17830
	21	16565	21	18510
	22	17070	22	19190
	23	17710	23	19925
<b>Assistant Divisional Officer</b>	24	18475	24	20675
	25	19290	25	21425
	26	20105	26	22265
	27	20930	27	23105
	28	21770	28	23965
	29	22620	29	24880
<b>Divisional Officer</b>	30	23570	30	25810
	31	24530	31	26780
	32	25670	32	27780
	33	26810	33	28780
<b>Senior Divisional Officer</b>	34	28070	34	29850
	35	29325	35	31000
	36	30595	36	32200
	37	31865	37	33550

**GENERAL DISCIPLINED SERVICES (O) PAY SCALE  
Fire Services (Control)**

Existing pay scale		Proposed pay scale		Fire Services (Control)
DPS (O)	\$	\$	GDS(O)	
		6950	1	)
		7260	2	) N/A
		7640	3	)
6	8110	8020	4	Station Officer (Control) : GDS(O) 4-23.
7	8580	8500	5	Entry at GDS(O) 4, 6, 7 or 8 depending on
8	9070	9050	6	qualifications. There will be an
9	9550	9600	7	incremental jump after completion of
10	10035	10150	8	first year (see conversion arrangements
11	10515	10700	9	for recruits entering at different levels
12	11080	11250	10	shown in conversion tables). Advancement
13	11645	11830	11	to Senior Station Officer (Control) on
14	12215	12430	12	passing the promotion examination as at
15	12820	13090	13	present.
16	13435	13750	14	
17	14060	14430	15	
18	14680	15110	16	
19	15310	15790	17	
20	15935	16470	18	
21	16565	17150	19	Senior Station Officer (Control) :
22	17070	17830	20	GDS(O) 19-23
23	17710	18510	21	
		19190	22	
		19925	23	
		20675	24	)
		21425	25	)
		22265	26	)
		23105	27	)
		23965	28	)
		24880	29	)
		25810	30	) N/A
		26780	31	)
		27780	32	)
		28780	33	)
		29850	34	)
		31000	35	)
		32200	36	)
		33550	37	)
		34900	38	)

## CONVERSION TABLE - STATION OFFICER/SENIOR STATION OFFICER (CONTROL)

	Existing pay scale		Proposed pay scale	
	DPS(O)	\$	GDS(O)	\$
<b>Station Officer (Control)</b>				
Minimum entry	6	8110	4 (5)	8020 8500
	7	8580	6	9050
	8	9070	7	9600
	9	9550	8	10150
	10	10035	9	10700
	11	10515	10	11250
* *	*	*	*	*
2 'A' 3 'O' or equivalent	8	9070	6 (7)	9050 9600
	9	9550	8	10150
	10	10035	9	10700
	11	10515	10	11250
* *	*	*	*	*
HK Polytechnic Higher Diploma or equivalent	9	9550	7 (8)	9600 10150
	10	10035	9	10700
	11	10515	10	11250
* *	*	*	*	*
Degree	10	10035	8 (9)	10150 10700
	11	10515	10	11250
	12	11080	11	11830
	13	11645	12	12430
	14	12215	13	13090
	15	12820	14	13750
	16	13435	15	14430
	17	14060	16	15110
	18	14680	17	15790
	19	15310	18	16470
	20	15935	19	17150
	21	16565	20	17830
	22	17070	21	18510
	23	17710	22	19190
	23 <sup>+</sup>	17710	23	19925
* *	*	*	*	*

Bracketed point denotes the point to be omitted in recognition of the incremental jump on completion of first year of service.

+ A Station Officer (Control) who has served for one or more years on DPS(O) point 23 should convert to GDS(O) point 23.

Annex 5.5 (Cont'd)

	Existing pay scale		Proposed pay scale	
	DPS(0)	\$	GDS(0)	\$
Senior Station Officer (Control)	19	15310	19	17150
	20	15935	20	17830
	21	16565	21	18510
	22	17070	22	19190
	23	17710	23	19925

GENERAL DISCIPLINED SERVICES (O) PAY SCALE  
Fire Services (Ambulance)

Existing pay scale		Proposed pay scale		Fire Services (Ambulance)
DPS (O)	\$	\$	GDS(O)	
		6950	1	)
		7260	2	) N/A
		7640	3	)
4	7155	8020	4	Ambulance Officer :
5	7635	8500	5	GDS(O)4-18. Entry at 4, 6 7 or 8 depending
6	8110	9050	6	on qualifications. There will be an
7	8580	9600	7	incremental jump after completion of first
8	9070	10150	8	year (see conversion arrangements for
9	9550	10700	9	recruits entering at different levels shown
10	10035	11250	10	in conversion tables).
11	10515	11830	11	
12	11080	12430	12	
13	11645	13090	13	
14	12215	13750	14	
15	12820	14430	15	
16	13435	15110	16	
17	14060	15790	17	
18	14680	16470	18	
19	15310	17150	19	Senior Ambulance Officer :
20	15935	17830	20	GDS(O) 19-23
21	16565	18510	21	
22	17070	19190	22	
23	17710	19925	23	
24	18475	20675	24	Superintendent (Ambulance) :
25	19290	21425	25	GDS(O) 24-29
26	20105	22265	26	
27	20930	23105	27	
28	21770	23965	28	
29	22620	24880	29	
30	23570	25810	30	Assistant Chief Ambulance Officer :
31	24530	26780	31	GDS(O) 30-33
32	25670	27780	32	
33	26810	28780	33	
		29850	34	)
		31000	35	)
		32200	36	) N/A
		33550	37	)
		34900	38	)

**CONVERSION TABLE - AMBULANCE OFFICER**  
**SENIOR AMBULANCE OFFICER**  
**SUPERINTENDENT (AMBULANCE)**  
**ASSISTANT CHIEF AMBULANCE OFFICER**

	Existing pay scale		Proposed pay scale	
	DPS(O)	\$	GDS(O)	\$
<b>Ambulance Officer</b>				
Minimum entry	4	7155	4 (5)	8020 8500
	5	7635	6	9050
	6	8110	7	9600
	7	8580	8	10150
	8	9070	9	10700
	9	9550	10	11250
*            *	*	*	*	*
2 'A' 3 'O' or equivalent	6	8110	6 (7)	9050 9600
	7	8580	8	10150
	8	9070	9	10700
	9	9550	10	11250
*            *	*	*	*	*
HK Polytechnic Higher Diploma or equivalent	7	8580	7 (8)	9600 10150
	8	9070	9	10700
	9	9550	10	11250
*            *	*	*	*	*
Degree	8	9070	8 (9)	10150 10700
	9	9550	10	11250
	10	10035	11	11830
	11	10515	12	12430
	12	11080	13	13090
	13	11645	14	13750
	14	12215	15	14430
	15	12820	16	15110
	16	13435	17	15790
	17	14060	18	16470
	18	14680	18	16470

Bracketed point denotes the point to be omitted in recognition of the incremental jump on completion of first year of service.



	Existing pay scale		Proposed pay scale	
	DPS(O)	\$	GDS(O)	\$
Senior Ambulance Officer	19	15310	19	17150
	20	15935	20	17830
	21	16565	21	18510
	22	17070	22	19190
	23	17710	23	19925
Superintendent (Ambulance)	24	18475	24	20675
	25	19290	25	21425
	26	20105	26	22265
	27	20930	27	23105
	28	21770	28	23965
	29	22620	29	24880
Assistant Chief Ambulance Officer	30	23570	30	25810
	31	24530	31	26780
	32	25670	32	27780
	33	26810	33	28780